

**LETTER OF AGREEMENT
BETWEEN
DEARBORN FEDERATION OF SCHOOL EMPLOYEES
AND
DEARBORN BOARD OF EDUCATION
BOS TRAINEE PROGRAM – ARTICLE 12 C. OF DFSE CONTRACT**

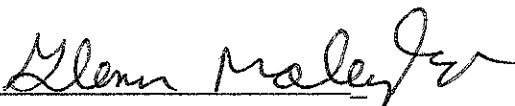
This letter of agreement executed by and between the Dearborn Board of Education (hereinafter referred to as the "Board"), and the Dearborn Federation of School Employees (hereinafter referred to as the DFSE), whereas the above mentioned parties agree as follows:

Effective December 1, 2017, Article 12C: Miscellaneous Salary Adjustments – Specific (Custodial C Employees) of the 2016-2018 DFSE contract will be amended to read:

12C. Specific (Building Operations Specialist Training Program)

1. Any person can bid for the BOS trainee. The administration shall use a written test which will be announced beforehand. All persons who achieve a passing score will be eligible for an oral exam conducted by a committee selected by administration. The administration will develop a scoring system and a passing score which will be announced beforehand. Selection for the position of BOS trainee shall be by seniority among those persons who pass both the written and oral test and have a valid high pressure or low pressure license.
2. Building Operations Specialist trainees shall receive no less than fifteen cents (.15) per hour above their current rate of pay while they are directly engaged in on-the-job training.
3. Any employee relieving as a Building Operations Specialist shall receive no less than fifteen cents (.15) per hour above their current rate of pay.
4. Any employee other than a Building Operations Specialist, shall receive no less than twenty-five cents (.25) per hour above their current rate of pay while assigned to fill in for engineers.

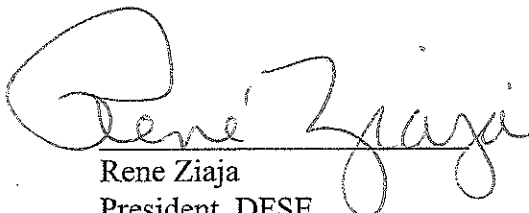
For the Board of Education
of the School District of the
City of Dearborn



Glenn M. Maleyko, PhD.
Superintendent

11/29/2017
Date

For the Dearborn Federation of
School Employees



Rene Ziaja
President, DFSE

11/29/2017
Date

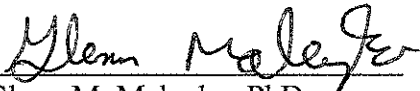
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AND
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STARTING WAGE FOR SPECIALISTS

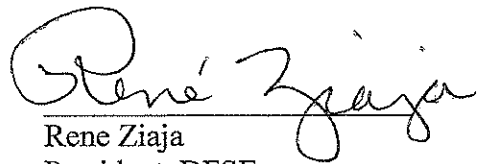
This letter of agreement executed by and between the Dearborn Board of Education (hereinafter referred to as the "Board"), and the Dearborn Federation of School Employees (hereinafter referred to as the DFSE), whereas the above mentioned parties agree as follows:

Due to the increased difficulty in hiring qualified candidates for specialist positions at the Step 1 rate of pay for specialists, when there are no qualified internal applicants for an open specialist classification position, Administration may offer a qualified external applicant any starting rate of pay between Step 1 and Step 6 of the specialist wage rate as outlined in the DFSE salary schedule.

For the Board of Education
of the School District of the
City of Dearborn


Glenn M. Maleyko, PhD.
Superintendent

For the Dearborn Federation of
School Employees


Rene Ziaja
President, DFSE

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